

94-2449 PA, PHILADELPHIA

09/21/04

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WASHINGTON D.C. 20210

William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2449  
Revision No.: 19  
Date Of Last Revision: 09/10/2004

States: New Jersey, Pennsylvania

Area: New Jersey Counties of Burlington, Camden, Gloucester  
Pennsylvania Counties of Bucks, Chester, Delaware, Lehigh, Montgomery,  
Northampton,  
Philadelphia

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I	11.69
01012 - Accounting Clerk II	12.59
01013 - Accounting Clerk III	14.91
01014 - Accounting Clerk IV	16.35
01030 - Court Reporter	17.95
01050 - Dispatcher, Motor Vehicle	16.32
01060 - Document Preparation Clerk	12.59
01070 - Messenger (Courier)	10.78
01090 - Duplicating Machine Operator	12.59
01110 - Film/Tape Librarian	13.48
01115 - General Clerk I	10.20
01116 - General Clerk II	12.75
01117 - General Clerk III	13.37
01118 - General Clerk IV	15.99
01120 - Housing Referral Assistant	19.11
01131 - Key Entry Operator I	11.32
01132 - Key Entry Operator II	14.03
01191 - Order Clerk I	11.75
01192 - Order Clerk II	14.25
01261 - Personnel Assistant (Employment) I	12.59
01262 - Personnel Assistant (Employment) II	15.04
01263 - Personnel Assistant (Employment) III	16.79
01264 - Personnel Assistant (Employment) IV	17.43
01270 - Production Control Clerk	17.43
01290 - Rental Clerk	15.04
01300 - Scheduler, Maintenance	15.79
01311 - Secretary I	15.42
01312 - Secretary II	17.26
01313 - Secretary III	18.67
01314 - Secretary IV	19.63
01315 - Secretary V	22.16
01320 - Service Order Dispatcher	14.85
01341 - Stenographer I	15.41
01342 - Stenographer II	16.69

01400 - Supply Technician	19.63
01420 - Survey Worker (Interviewer)	12.88
01460 - Switchboard Operator-Receptionist	13.81
01510 - Test Examiner	16.91
01520 - Test Proctor	16.91
01531 - Travel Clerk I	10.67
01532 - Travel Clerk II	11.19
01533 - Travel Clerk III	11.94
01611 - Word Processor I	13.52
01612 - Word Processor II	15.10
01613 - Word Processor III	16.56
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	13.40
03041 - Computer Operator I	13.40
03042 - Computer Operator II	16.01
03043 - Computer Operator III	21.13
03044 - Computer Operator IV	24.60
03045 - Computer Operator V	27.23
03071 - Computer Programmer I (1)	20.31
03072 - Computer Programmer II (1)	23.07
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.07
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	20.50
05010 - Automotive Glass Installer	16.61
05040 - Automotive Worker	18.04
05070 - Electrician, Automotive	18.72
05100 - Mobile Equipment Servicer	16.74
05130 - Motor Equipment Metal Mechanic	19.36
05160 - Motor Equipment Metal Worker	18.04
05190 - Motor Vehicle Mechanic	18.81
05220 - Motor Vehicle Mechanic Helper	15.89
05250 - Motor Vehicle Upholstery Worker	17.36
05280 - Motor Vehicle Wrecker	18.04
05310 - Painter, Automotive	18.72
05340 - Radiator Repair Specialist	18.04
05370 - Tire Repairer	14.89
05400 - Transmission Repair Specialist	19.36
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	11.55
07010 - Baker	11.84
07041 - Cook I	11.59
07042 - Cook II	12.38
07070 - Dishwasher	9.33
07130 - Meat Cutter	15.49
07250 - Waiter/Waitress	9.70
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.64
09040 - Furniture Handler	13.60
09070 - Furniture Refinisher	17.65
09100 - Furniture Refinisher Helper	14.99
09110 - Furniture Repairer, Minor	16.31
09130 - Upholsterer	17.65

11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	11.18
11060 - Elevator Operator	10.91
11090 - Gardener	12.63
11121 - House Keeping Aid I	10.03
11122 - House Keeping Aid II	11.25
11150 - Janitor	11.25
11210 - Laborer, Grounds Maintenance	12.63
11240 - Maid or Houseman	10.03
11270 - Pest Controller	14.61
11300 - Refuse Collector	12.86
11330 - Tractor Operator	13.37
11360 - Window Cleaner	11.56
12000 - Health Occupations	
12020 - Dental Assistant	14.36
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.45
12071 - Licensed Practical Nurse I	14.29
12072 - Licensed Practical Nurse II	15.35
12073 - Licensed Practical Nurse III	17.17
12100 - Medical Assistant	12.40
12130 - Medical Laboratory Technician	14.05
12160 - Medical Record Clerk	14.05
12190 - Medical Record Technician	15.28
12221 - Nursing Assistant I	9.36
12222 - Nursing Assistant II	10.29
12223 - Nursing Assistant III	11.00
12224 - Nursing Assistant IV	11.59
12250 - Pharmacy Technician	12.50
12280 - Phlebotomist	12.77
12311 - Registered Nurse I	21.26
12312 - Registered Nurse II	27.12
12313 - Registered Nurse II, Specialist	28.53
12314 - Registered Nurse III	34.11
12315 - Registered Nurse III, Anesthetist	34.11
12316 - Registered Nurse IV	40.89
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	19.79
13011 - Exhibits Specialist I	19.94
13012 - Exhibits Specialist II	28.77
13013 - Exhibits Specialist III	35.16
13041 - Illustrator I	20.85
13042 - Illustrator II	30.01
13043 - Illustrator III	36.66
13047 - Librarian	24.84
13050 - Library Technician	13.37
13071 - Photographer I	15.12
13072 - Photographer II	16.50
13073 - Photographer III	23.77
13074 - Photographer IV	29.07
13075 - Photographer V	36.35
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.76
15030 - Counter Attendant	7.76
15040 - Dry Cleaner	10.28
15070 - Finisher, Flatwork, Machine	7.76
15090 - Presser, Hand	7.76
15100 - Presser, Machine, Drycleaning	7.76

15130 - Presser, Machine, Shirts	7.76
15160 - Presser, Machine, Wearing Apparel, Laundry	7.76
15190 - Sewing Machine Operator	11.03
15220 - Tailor	11.71
15250 - Washer, Machine	8.59
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	17.90
19040 - Tool and Die Maker	21.43
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	17.56
21020 - Material Coordinator	18.33
21030 - Material Expediter	18.33
21040 - Material Handling Laborer	13.92
21050 - Order Filler	13.22
21071 - Forklift Operator	15.66
21080 - Production Line Worker (Food Processing)	15.75
21100 - Shipping/Receiving Clerk	13.78
21130 - Shipping Packer	13.78
21140 - Store Worker I	12.57
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	15.19
21210 - Tools and Parts Attendant	15.66
21400 - Warehouse Specialist	15.75
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	22.80
23040 - Aircraft Mechanic Helper	18.66
23050 - Aircraft Quality Control Inspector	24.45
23060 - Aircraft Servicer	20.30
23070 - Aircraft Worker	21.13
23100 - Appliance Mechanic	17.65
23120 - Bicycle Repairer	15.11
23125 - Cable Splicer	23.27
23130 - Carpenter, Maintenance	21.42
23140 - Carpet Layer	18.65
23160 - Electrician, Maintenance	23.98
23181 - Electronics Technician, Maintenance I	20.77
23182 - Electronics Technician, Maintenance II	27.03
23183 - Electronics Technician, Maintenance III	27.92
23260 - Fabric Worker	18.52
23290 - Fire Alarm System Mechanic	19.01
23310 - Fire Extinguisher Repairer	17.83
23340 - Fuel Distribution System Mechanic	23.66
23370 - General Maintenance Worker	17.66
23400 - Heating, Refrigeration and Air Conditioning Mechanic	21.66
23430 - Heavy Equipment Mechanic	19.34
23440 - Heavy Equipment Operator	21.83
23460 - Instrument Mechanic	20.65
23470 - Laborer	14.04
23500 - Locksmith	17.76
23530 - Machinery Maintenance Mechanic	19.60
23550 - Machinist, Maintenance	18.94
23580 - Maintenance Trades Helper	14.99
23640 - Millwright	21.21
23700 - Office Appliance Repairer	19.96
23740 - Painter, Aircraft	17.65
23760 - Painter, Maintenance	18.77
23790 - Pipefitter, Maintenance	23.34
23800 - Plumber, Maintenance	20.59

23820 - Pneudraulic Systems Mechanic	20.65
23850 - Rigger	20.65
23870 - Scale Mechanic	19.25
23890 - Sheet-Metal Worker, Maintenance	20.76
23910 - Small Engine Mechanic	17.08
23930 - Telecommunication Mechanic I	19.59
23931 - Telecommunication Mechanic II	20.71
23950 - Telephone Lineman	19.59
23960 - Welder, Combination, Maintenance	19.01
23965 - Well Driller	20.10
23970 - Woodcraft Worker	20.65
23980 - Woodworker	16.42
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.83
24580 - Child Care Center Clerk	14.75
24600 - Chore Aid	10.23
24630 - Homemaker	14.58
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	20.72
25040 - Sewage Plant Operator	18.81
25070 - Stationary Engineer	20.72
25190 - Ventilation Equipment Tender	17.08
25210 - Water Treatment Plant Operator	18.64
27000 - Protective Service Occupations	
(not set) - Police Officer	23.61
27004 - Alarm Monitor	16.21
27006 - Corrections Officer	19.61
27010 - Court Security Officer	22.03
27040 - Detention Officer	19.61
27070 - Firefighter	22.03
27101 - Guard I	10.86
27102 - Guard II	17.40
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	19.25
28020 - Hatch Tender	19.25
28030 - Line Handler	19.25
28040 - Stevedore I	17.15
28050 - Stevedore II	18.63
29000 - Technical Occupations	
21150 - Graphic Artist	22.02
29010 - Air Traffic Control Specialist, Center (2)	31.02
29011 - Air Traffic Control Specialist, Station (2)	21.39
29012 - Air Traffic Control Specialist, Terminal (2)	23.55
29023 - Archeological Technician I	18.42
29024 - Archeological Technician II	20.62
29025 - Archeological Technician III	25.56
29030 - Cartographic Technician	27.34
29035 - Computer Based Training (CBT) Specialist/ Instructor	28.19
29040 - Civil Engineering Technician	23.77
29061 - Drafter I	13.67
29062 - Drafter II	16.25
29063 - Drafter III	18.22
29064 - Drafter IV	25.56
29081 - Engineering Technician I	15.06
29082 - Engineering Technician II	16.92
29083 - Engineering Technician III	22.04

29084 - Engineering Technician IV	28.83
29085 - Engineering Technician V	32.65
29086 - Engineering Technician VI	35.65
29090 - Environmental Technician	19.47
29100 - Flight Simulator/Instructor (Pilot)	30.38
29160 - Instructor	24.67
29210 - Laboratory Technician	20.21
29240 - Mathematical Technician	25.56
29361 - Paralegal/Legal Assistant I	17.32
29362 - Paralegal/Legal Assistant II	19.78
29363 - Paralegal/Legal Assistant III	21.68
29364 - Paralegal/Legal Assistant IV	23.66
29390 - Photooptics Technician	25.56
29480 - Technical Writer	26.20
29491 - Unexploded Ordnance (UXO) Technician I	19.71
29492 - Unexploded Ordnance (UXO) Technician II	23.85
29493 - Unexploded Ordnance (UXO) Technician III	28.59
29494 - Unexploded (UXO) Safety Escort	19.71
29495 - Unexploded (UXO) Sweep Personnel	19.71
29620 - Weather Observer, Senior (3)	19.68
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	17.70
29622 - Weather Observer, Upper Air	17.70
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.42
31260 - Parking and Lot Attendant	9.58
31290 - Shuttle Bus Driver	14.71
31300 - Taxi Driver	10.92
31361 - Truckdriver, Light Truck	14.21
31362 - Truckdriver, Medium Truck	17.96
31363 - Truckdriver, Heavy Truck	18.29
31364 - Truckdriver, Tractor-Trailer	18.29
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.12
99030 - Cashier	9.69
99041 - Carnival Equipment Operator	10.53
99042 - Carnival Equipment Repairer	10.98
99043 - Carnival Worker	9.24
99050 - Desk Clerk	11.83
99095 - Embalmer	25.40
99300 - Lifeguard	10.54
99310 - Mortician	27.91
99350 - Park Attendant (Aide)	13.24
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.90
99500 - Recreation Specialist	16.83
99510 - Recycling Worker	13.85
99610 - Sales Clerk	10.54
99620 - School Crossing Guard (Crosswalk Attendant)	9.77
99630 - Sport Official	10.54
99658 - Survey Party Chief (Chief of Party)	17.35
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.77
99660 - Surveying Aide	10.30
99690 - Swimming Pool Operator	14.24
99720 - Vending Machine Attendant	13.14
99730 - Vending Machine Repairer	14.23
99740 - Vending Machine Repairer Helper	13.14

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive

ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms



of the Government contract, by the contractor, by law, or by the nature of the work,  
there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the

fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the

wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.